



## **NQT Attitudinal Alignment Test**

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### **About NQT Attitudinal report**

NQT Attitudinal alignment comprises of two sections, Personality trait test and Motivation test. The personality trait test is created based on Big 5 model theory which is widely used in the pre-hire assessment to identify job fitment of aspiring candidates. NQT Motivation test is developed based on motivation need theory. This test helps candidates to understand the professional needs and motivates them to work optimally and generate consistent outcomes at the workplace.

### **How to read this report**

The report starts with an executive summary table of 5 personality traits and 3 motivation traits of a candidate with their respective score. The legend tables above help a candidate to understand the score. Based on the legend table and candidates' personality and motivation trait scores, the report gives an interpretation of the score. As the candidate reads the report, he/she may develop insights & suggestive action points that he/she may wish to consider for the best outcomes.

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## Legend for score

Level	High	Moderate	Low
Percentage Score	100 - 70 >	70 - 30 >	30 - 1
Raw Score Range	72 - 48 >	48 - 24 >	24 - 1

Personality Traits	Your Score in %	Interpretation for score
<b>Open-mindedness</b>	87.50	You appreciate the beauty in whatever you see. You use unconventional methods while approaching tasks. You have a variety of ways to solve complex problems. You seek opportunities to know about different things. You often draw understanding from past experience while dealing with a situation.
<b>Thoroughness</b>	84.72	You can hold your thoughts together even at the most challenging and testing times. You produce consistent results over a period. Handling last-minute fixes at any given point in time come easy to you. You always ensure to put things back into their respective place. Others can readily rely on you for things and be assured of their completion in time.
<b>Sociableness</b>	90.28	You engage actively with your surroundings to pursue satisfying rewards, mainly in social gatherings. You get thrilled going after rewards and attention from others. You sustain high enthusiasm in every activity and you do not mind involving with the same on a regular basis. Responding to people boldly when required is absolutely fine with you. Gathering various data points before drawing conclusions comes easy to you.
<b>Amiability</b>	80.56	You feel good when you keep helping people around you & experience joy in the same. You rarely expect people to recognize your achievements or avoid demanding your importance to stand out. Most people find you comforting when they are around you. Following rules and abiding by the same comes easy to you. You readily relate to others' pain & suffering and believe that other people have good intentions & mean well.
<b>Compulsiveness</b>	41.67	At times you like to depend on others for accomplishing certain tasks. You tend to get worried when you feel things are getting out of hand. You may have a fair understanding of difficult situations & their consequences. You evaluate some of your past mistakes & try not to blame yourself for the same, however certain thoughts may still hinder your progress.

## Legend for score

Level	High	High-Moderate	Low-Moderate	Low
Percentage Score	100 - 75 >	75 - 50 >	50 - 25 >	25 - 1
Raw Score Range	60 - 45 >	45 - 30 >	30 - 15 >	15 - 1

Motivation Traits	Your Score in %	Interpretation for score
<b>Accomplishment</b>	96.67	You are strongly motivated to handle the higher-risk tasks in achieving your goals. You get energized to take initiative in leading a task without being pressurized by the same. You are open to receiving feedback from others to better your work performance. You feel a sense of achievement when you can solve complex problems every time. Working on tasks that have a clear target pushes you to effectively achieve set outcomes.
<b>Authority</b>	86.67	You are highly motivated to be in a position of influence & power. Influencing group members & taking control over the situation keeps you excited. Complete control over situations & things drives you to carry out the tasks successfully. You are highly encouraged when people perceive your hard work. You can convey your thoughts & opinions strongly to people.
<b>Association</b>	98.33	You are highly motivated to work with people who are cordial & connect with you. You feel energized when others consider you as an essential part of the group. You feel excited when people appreciate your contribution & like you for same. You feel highly encouraged to engage with others in situations where there are no conflicts & differences of opinion. You are happy being part of others' success & help them to progress further towards their goals.